

Carter firing a legal matter

By Jana Faulhafer

The official firing of Patricia Carter, vice-president academic, has become a legal situation over which both Carter and President John Tibbits are refusing to comment.

"I am not hiding anything or being funny. This is a difficult situation," said Tibbits. "I am not allowed to say anything. This is a legal situation."

According to Tibbits, management ranks at Conestoga College's Doon campus are going to be trimmed to reduce the overhead costs of the college.

It is not yet clear if Carter was fired on March 29 to help with this cost cutting.

"It (the management cutbacks) has a devastating impact on those it affects," said Tibbits. "You have to look at it from the college's point of view and see that the college is able to get itself into a much better position because we are removing overhead of hundreds of thousands of dollars."

Tibbits said ideally the college wants to function with only those management positions that are absolutely necessary.

"We need to bring the number of administrative staff down," he said.

Tibbits estimated that because of new pay equity legislation and the government's plan whereby

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Second vice-president let go

By Jana Faulhafer

David Gross, vice-president, marketing and community relations, was laid off April 10 as a result of financial cutbacks at the college.

Severe staff cutbacks at Conestoga College have caused the laying off of several other faculty members, administrators, as well as several program cuts at all levels and campuses.

In a meeting with President John Tibbits, Gross was told that his position was being trimmed because of the poor financial position the college is in this year.

Gross, 42, who would have been with the college 15 years in June, said he left the college with no hard feelings.

"I have always thought very highly of the college and I will continue to do so," said Gross.

Gross said he would not comment on the Pat Carter situation or whether or not he and Carter received any severance pay.

"I left on excellent terms. It was just an unfortunate situation because of the budget," said Gross.

Gross, a father of two, said he doesn't know what he will do in the future.

"I'll be giving that some thought. I'll have to see what direction I'll go now," said Gross.

In early 1989, Gross was in the spotlight as director of marketing, at the college because of his opinion that Spoke's decision to advertise another college's business programs was "in poor taste," because it was contrary to the interests of students.

Bernie McKeever, the manager of employee centered training, and former law and security teacher at Doon campus, and manager of programs for applied arts and business was also laid off April 10.

McKeever, in his position, was involved with training consultants and employees both on and off campus in areas such as computer programming and advanced technology.

McKeever was not available for comment on the situation.

Faculty and administration lay offs are expected to continue.



Third year graphic arts students gather some of their work (L-R) Christy Mateyk, Dean Atkinson, Jennifer Snider, Lisa Good and Rob Thring. (Photo by Brian Brodersen/Spoke)

Annual graphic arts show brings students hopes of jobs

By Brian Brodersen

A wine and cheese party at Toronto's Berthold Type Centre April 3 got the second annual third year graphic design exhibition off to a roaring start.

The centre, a gallery featuring exemplary work in the graphic design field, hosted the show, which lasted from April 3 to April 6.

"It was way cool," said student Rob Thring, who's work was exhibited at the show.

All 17 third year graphic arts students showed their work at the exhibit.

Graphics teacher Matt Miller said the show, which draws potential employers from all over southwestern Ontario, is held in Toronto

because it is one of the largest centres for graphic design work in North America.

"It (the show) is partly a public relations thing," said Miller. "To people in Toronto, Conestoga College isn't run into all the time. It helps reiterate that we're here."

Miller said, though, that while Toronto is a big graphic arts centre, and many students go to jobs there after finishing school, there is good work done here in Kitchener as well.

By April 9, Thring said, four or five students had already gotten calls for job interviews as a result of the show, and more were expected over the week.

Students helped fund the show with a keg raffle held at the end of March.

Deficit causes layoffs and cuts

By Stephanie Donkers

Although the program cuts and layoffs currently being put into place will save the school over one million dollars next year, Conestoga College will still suffer from a deficit of \$900,000, Kevin Mullan, vice-president, finance, said in an interview April 11.

"We are trying to look at programs where there are very small enrollments and grow in other areas where there is a high student demand and good job placement," John Tibbits, Conestoga College's president, said the same day.

Tibbits also said the college hopes to lower dropout rates by putting a heavier emphasis on selecting students with high qualifications.

If a student drops out after three months the college does not

receive funding for his or her spot in the program.

"If we bring in good students we are being funded until the end. Hopefully we will graduate more," Tibbits said.

The college's student intake has grown 3.1 per cent since the last school year.

"We are paying for growth with a very small budget," Tibbits said.

Tibbits said some teachers are concerned the college will be losing money provided by tuition fees.

"We are not losing in the long run," said Tibbits.

Fewer students means fewer teachers. About twelve faculty members out 341 will receive layoff notices in the next two weeks. However, Tibbits said, twelve members is a worst case scenario. Early retirements, and normal attrition should reduce this

number.

Some layoffs have already taken place. In total, about eight management and five support staff positions will be cut. These figures may also change.

"The administrative salaries coming out will save us hundreds and hundreds of thousands of dollars out of the operating budget," Tibbits said.

Mullan said administration is trying to reduce the remaining deficit further.

Government grants operate on a system whereby college growth this year will not be paid for until two years down the road.

Tibbits said, "We're growing and it costs us to grow, but we'll get that back in the long run."

The province has a set budget for colleges and every college receives a certain amount.

"The greater proportion of stu-

dents you have relative to other colleges, the more of the pie you get," Tibbits said.

Tibbits said costs have increased this year due to new collective bargaining agreements and new OHIP arrangements whereby employers make payments for their employees.

"If we didn't have those few items we would be in a lot better shape," Tibbits said.

Changes to the college must also be accounted for. For example, the Dooner's cafeteria at the Doon campus will be expanded later this year.

"We also have to have an environment where it's pleasant for students," Tibbits said.

The exact amount of next years deficit has not yet been determined and will not be public information until May.

INSIDE:

Parking

DSA president wants to resolve this old issue if only everyone would agree on the figures.

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Features

Single moms brave hardships to care for their families and get an education too.

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Electives

Tibbits announced that the general education department will remain as is-for now.

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SPOKE

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Comment

By Brian Brodersen

Climbing the ladder doesn't always pay off

It seems at Conestoga College the closer you get to the top the closer you are to the door.

Then again, looking at a Conestoga organizational chart, I count five vice-presidents, six deans, 13 chairs, 21 managers, 2 co-ordinators above the program co-ordinator level, and various executive secretaries and assistants to the third assistant to the manager's helper.

Do we need all these people? What do they all do?

Who knows, but I went to a high school about half the size of this college, and as I recall, it got along with one principal, two vice principals, and a few secretaries and co-ordinators.

This is not to suggest that the school could get along with only a half-dozen or so administrators, but is it really necessary to have this many people to run things around here?

Perhaps we do need this many people. The Peter Principle states a person will rise to his or her own level of incompetence. It says as long as a person is capable of doing a job well, the person will continue to be promoted, but as soon as the person reaches a position he does not perform as well at, he will receive no more positions, having reached his level of incompetence, and there he will stay.

However, this is no reason to boot people out the door just because the school is suffering from a difficult financial situation.

Peter Principle aside, many of these people being layed off may have been hard-working responsible people who have done their jobs faithfully and well for many years. Already, Dave Gross, vice-president, marketing and community relations, has been let go. Gross had almost 15 years of experience with the college. This is quite something to do at any workplace to a person of such long and faithful experience.

Employers these days complain staff lack company loyalty, but in the face of actions like these layoffs, can they expect anything else?

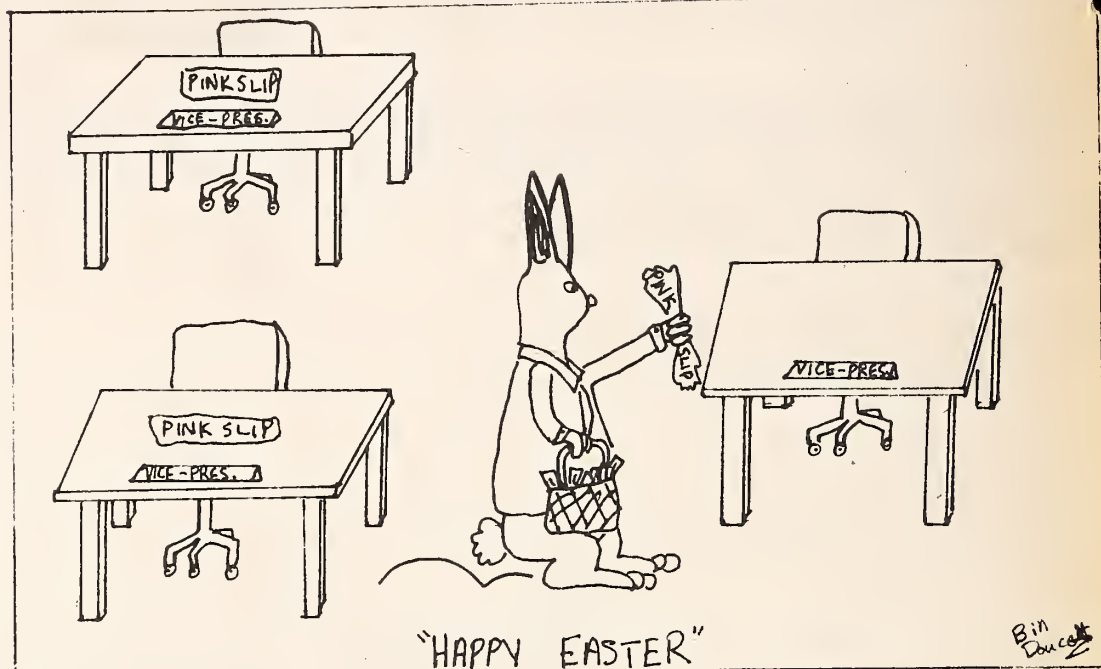
Employers speak in glowing terms of the good old days when an employee devoted his life to the company, often staying at one place from the beginning to the end of his working life.

In the face of these layoffs, can employers expect any better? People these days have to look out for number one. Devoting oneself to a company only creates an opening the company will exploit. When it becomes obvious that the company has no loyalty to their staff, why should staff have any loyalty to the company?

Does job security mean anything to employers these days? At least staff can take comfort in the fact that the union is there to see that no injustice is done.

But what about administration? As "the bosses" they do not deserve a union, but one would think good work and faithful service would be enough to save their jobs. But this is apparently not the case, and that is too bad.

OPINION



Meech, to be or not to be?

"The Prime Minister is not Pierre Elliot Trudeau, he is Brian Mulroney, and he will never allow Quebec to be isolated," proclaimed Quebec Premier Robert Bourassa in a public speech last week.

Trudeau was unable to coax Quebec into the constitution. Mulroney has done so — but at what price?

Canada began its political existence with the scales heavily weighted in favor of central authority. Control of central legislature is a major element in the control of central power. The Senate was to be the regional voice in the federal law-making process.

Some areas of responsibility must, however, remain federal. The Parliament of Canada must have responsibility for the major instruments of economic policy if it is to stimulate the economy and control inflation. It must have control over monetary and credit policy, and tariff policy. Without such powers, Canada's federal government would be unable to contribute to

many of its objectives including the reduction of regional disparity.

In addition to accepting Quebec's five conditions, including the recognition of Quebec as a distinct society, the accord will give the provinces an absolute right of veto on future constitutional amendments. It also transfers supreme judicial power to the provinces since Canada's highest court will eventually be made up of people selected from lists put forward by the provinces.

And the possibility still exists that Bourassa will repudiate the accord and clear the way for the separatists.

The accord could quite conceivably lead to a disintegration of our federation at a point in our history when we need a clear national vision to meet the challenges of the increasingly competitive world around us.

Canada a democratic haven?

Democracy: the Oxford English Dictionary defines it as 1. government by all the people, direct or representative, or any state having this. 2. a form of society ignoring hereditary class distinctions and tolerating minority views.

It is easy to see why a phrase like "government by all the people" would appeal to someone living under the totalitarian rule of an oppressive dictator, or to someone who constantly fears for a family's safety because of religious beliefs.

People see Canada and the United States as a democratic haven, where an honest person can start from scratch and by sheer hard work and determination, become enormously rich or successful. We stress we have freedom of speech, freedom of the press and free choice.

The problem is that once these masses of people arrive here, with all of their hopes and expectations, they see the idea of democracy and the reality of it are two different things.

Although Canadians proudly boast we are a "cultural mosaic," we are no more tolerant of minorities than the United States or anywhere else. A recent survey, taken in Alberta, revealed that approximately 68 per cent of Albertans wanted no more immigrants from Third World or other impoverished nations; however, immigrants from the United Kingdom or Germany were welcome to come to Canada. So much for "ignoring hereditary class distinctions and tolerating minority views."

We should ask the Sikh who recently fought to be allowed to wear a turban in the RCMP what he thinks of our level of tolerance. Although he won his case, I'm sure he became a little disillusioned with Canadians when a slew of racist T-shirts, buttons and caps hit the markets. If we as Canadians consider this to be a democratic country, we should realize that whatever our views on that case, the man had every right to fight for what he believed in. That's what democracy is all about, right?

Jocks score big with the media

There are three kinds of people in this world.

The average working person eeks out a meagre day-to-day existence at a job which is usually not what he or she wants to be doing. It is simply just what he or she must do to survive in this world of high taxes, high inflation, and high rent. Many people live in a routine little world of their own where they eat, sleep and work all week in between looking desperately forward to weekends of rest and relaxation.

There are however, other more fortunate souls who are able to take their briefcases of education and obtain respected jobs which they could not possibly not enjoy.

There are long, late lunches, gala events, and meetings upon meetings, which, if they accomplish nothing else, can be an enormously effective way of avoiding annoying press people.

Still others, enjoy the fast-paced world of fame,

fortune, and money, and all while doing what they do best, while showing the world their God-given talents, while playing professional sports.

In general, these people are the hardly-working category.

Sure, they go through rigorous training to stay in shape for games of hockey or baseball, and they're away from home a lot, but there is not a body-checker, first-baseman, or anyone else on the planet who deserves to haul in millions of dollars each year for playing little league in the big leagues.

Wayne Gretzky has more money, fame, fortune, and cars than even "the Great One" knows what to do with.

Perhaps it is time journalists, television and print, began making these kinds of dollars for making these "nobodies" famous enough to even ask for such salaries.

YOU TELL US:

In light of the recently announced cutbacks, what are your suggestions as to how the college can save money?



"Unfortunately, because of the government, there isn't much (the administration) can do. The funds just aren't there. They could raise parking fees, but no one wants that."

Tony Camara
Ambulance and emergency care



"They are forced to make cutbacks. If they have to, they have to. We need more money from the government."

Richard Gojmerac
First-year electronics technician



"We could try some form of corporate funding, or something like clothing sales on a large scale. Instead of just involving individual programs, we should get the whole college involved. We could become affiliated with the universities who seem to get more funding."

Jenny Widmeyer, Sean Davis
First-year general arts and sciences.



"They should cut back on social functions and concentrate more on the academic part of the college."

Scott Zwaniga
Second-year computer programmer analyst

DSA constitution to be amended

By Janet Kauk

If a recommendation of the Doon Student Association's constitution committee is accepted, directors will have to attend all board meetings.

The clause, as it stands now, states members must attend 75 per cent of the meetings. The recommendation will alter it to state: "The general duties of each director shall be: to attend all directors and Doon Campus council meetings."

Directors and officers will lose their position if they fail to attend, without explanation, two or more meetings in the board year.

"The board of directors is a link between the DSA and students. The board of directors are an important body and they (student representatives) should feel obligated to attend all meetings," said Jeff Sutton, a committee member.

The DSA executive is also subject to the clause.

"There is no elitist group in the clause," said Lynne Woolstencroft, chairperson of the committee.

The committee also moved that a table of contents be placed at the beginning of the constitution and section number references be placed beside words requiring a definition to help people understand the document.

John Lassel, president of DSA, questioned the necessity of a second assistant activities coordinator. Traditionally, the DSA only hires one assistant, but decided to try two this past year.

Lassel said he felt the hiring of a second assistant should be left until September so DSA could recruit a first-year student for the position.

"I'm still not sure that it's money well spent," he said.

Liz Hermle, vice-president elect, would like to see an evaluation of the necessity of assistants. Reuben Greenhouse, pub manager, agreed that the whole executive should decide on the issue. The group will discuss the following at future meetings:

- the necessity of a second assistant,
- whether the second assistant should be a first-year student,
- the validity of assigning an activities committee instead of a single student, or,
- accepting three volunteer office staff.

Lassel and Hermle are now accepting applications for positions on the executive. They must seek a recommendation from the present executive on constitutional changes before any appointments are made. Until the new constitution is tabled, the old one prevails.

Ask Pat

If you have any question for counsellor Pat Trudeau drop off a letter to any Student Services office or mail to: c/o Pat Trudeau, Student Services, Conestoga College Guelph Campus, 460 Speedvale Ave. W., Guelph, Ont., N1H 6N6. All letters should include a first name and telephone number as well as pseudonym.



Dear Pat:

I have this thing that is bothering me and I feel that I am putting too much importance on it.

In a few weeks I will be 40! This does not bother me in itself, but I feel that at this stage of my life I should know in what direction I am going and where I am at. The majority of the students are so much younger than I and I just feel I am a failure to myself and family.

I just feel I should be channeling this negative energy to more positive thinking but feel completely hopeless in the process.

Worried.

Dear Worried:

Each time I read your letter, I feel an empathy with the uncertainty and discouragement you express. Indeed, I know few people at this stage of life who feel that they have "made it." It seems to be a transition period when adults question their earlier choices around career, education, mating, health, child rearing, etc. and look for new ways to express their desires, values and talents.

Your lack of direction can be seen as a need for redirection. Whereas younger students are setting out, you may be well on your way and checking to see where you are on the map. Remember the value in your life experiences.

Turning 40 is a major life event. It is natural to be concerned and to need to take stock.

Consider honoring yourself with a special present this year—a day away from routine to fret, regret and grieve.

Tally what is complete and incomplete in your life and what makes you feel important to yourself and others. List your accomplishments. Ask yourself what you want from the rest of the journey.

Many adults do not find their true life's work until mid-life or later. Ulysses began his major journey at age 55; hence, the Odyssey.

Please come by Student Services if you would like to explore this further with a counsellor.
Pat.

Parking issue to be resolved

By Janet Kauk

The parking issue may soon be resolved at Conestoga College Doon campus, but only if everyone involved agrees on the figures.

John Lassel, president of the Doon Student Association, is attempting to find out how many parking spaces are available and how many decals have been over-sold, if any.

A memorandum from Barry Milner, manager of physical resources at the college, says there are 1,923 spaces. This figure includes all spaces—meters, handicap, decal and daily parking.

About 1,769 annual decals were sold since September. Of these, 72 were returned for various reasons. About 124 semester and weekly



John Lassel

parking passes were also sold for the spring semester, and 108 daily passes are sold on average each day. In total, these numbers indicate the college is short six spaces on an average day when all parking spaces are counted.

In an earlier interview with Spoke, security supervisor Bob

Gilberds indicated the number of decals sold was 2,100, and a security employee, who asked to remain anonymous, estimated the number of decals sold is closer to 3,000.

Milner also stated there are no spaces designated for daily ticket purchases other than those in lot one. Waterloo Regional Police are responsible for ticketing cars on the streets as college security is not authorized to ticket such areas.

Money collected from tickets goes to the City of Kitchener.

He also said the gravel portion of lot four will have curbs, lights and asphalt installed when funding is available, hopefully, by 1990-1991.

New program aids students

By Jo-ann Vasselin

With June approaching, excitement is building as students are thinking of graduating and starting on their chosen paths.

But there are other students who may be worried about obtaining jobs.

Why?

Because students who are on general welfare or family allowance benefits may lose a portion, or all, of their benefits should their income increase with full-time work.

But with the recently implemented Supports to Employment

Program, STEP, a new social assistance program offered through the Ontario government, this worry is almost eliminated.

What this program also means is that anyone currently working and receiving a raise in salary, need not fear the loss of benefits either.

Prior to the STEP program when benefits were cut due to a higher income, people felt they were better off not working.

Another stumbling block for a parent trying to get into the work force or in training programs was the cost of child care. STEP will help in that area also.

The stress of having benefits lowered because of longer working hours resulting in a higher income is removed for the single parent.

People on a training allowance are now allowed an additional exemption over and above the deduction for training expenses already allowed.

Brochures and information on the STEP program are available at student services, at the family benefits office and at the general welfare office.

It's business as usual at Spoke.

We welcome all letters to the editor. All letters must include your name and program.

Please drop them off at the Spoke office on the fourth floor.

Letters will be accepted Tuesdays at the latest.

FEATURES

Hollinger seeks better life

By Jo-ann Vasselin

Joan Hollinger is not out to save the world. What she wants is a better life for her family.

Hollinger, a single mom of two boys, Chris, 13, and Matthew, 10, wanted to secure a better future for them.

The decision paid off. Today, she looks forward to graduating from the nursing program in November. And in January she will be eligible to write the government's RN exam (registered nursing). While she had been thinking about going back to school for some time, it wasn't until her brother-in-law and friends encouraged her enough to build the confidence needed to go ahead with the change.

Yet, what was holding her back? She had a secure full-time job.

"It was a scary decision but it was out of necessity," she explained. "I was a secretary earning minimum wage and there was no room for me to grow."

Besides, nursing is something Hollinger wanted to do since high school, but confessed she had never applied herself to study back then. With enough courage to actually go for an interview and make her commitment, Conestoga turned her down.

There were too many applications, she had to wait for a year before she could begin the program.

Hollinger said her boys are very easy going, and that they supported her decision. And not so long ago, she discovered through friends that they were, in fact, proud of her.

Yet, at the beginning, they were too young to realize what kind of toll it would take on them.

"Blind faith," she said. "I figured everything would just work out."

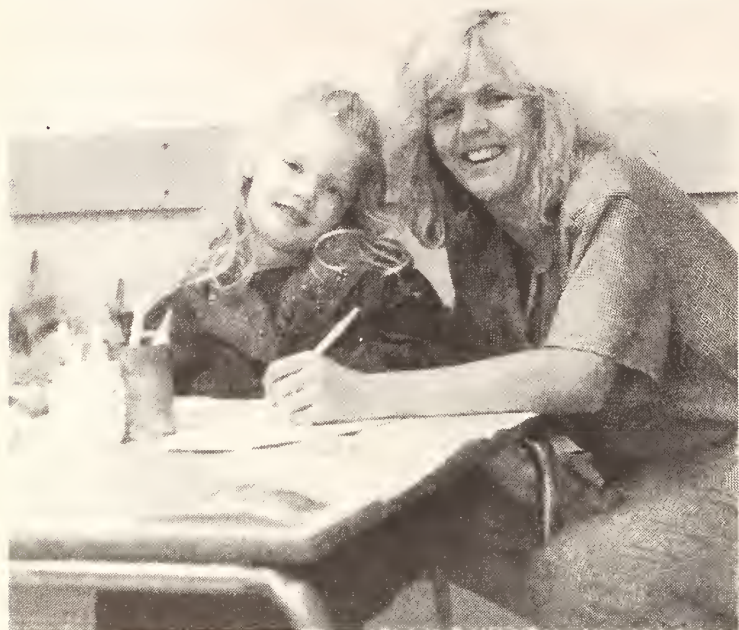
She spends as much time as possible with the boys, especially on weekends. However, Hollinger's sense of guilt remains.

At one time her younger son, Matthew, ran away from home, something most boys do. Still, Hollinger blamed herself and questioned the worthiness of her return to school.

This year her schedule entails working two evening shifts at Guelph General Hospital. This means she doesn't arrive at her modest two-bedroom apartment in Cambridge until 11 p.m.

The expression of concern lifted from her face as she explained how lucky she was to have someone right in the apartment building to look in on her boys.

"And because of my full schedule, we all tend to grab something to eat whenever we can," she



Krista and mom, Karen, take time out for a picture.

Worth the work

Fame, sure it is great. But it is not just the fame Karen McCall McLoughlin wants. She wants it all. Fame, meaningful work, and a family life.

McLoughlin, a vibrant, pretty blonde, is a broadcasting student completing her third and final year of the program this semester.

The road to reach her goal was long and difficult. Hard because she realized that the program was "one thousand times harder than she expected"; and hard because of the pressures she puts on herself to succeed.

Before her to decision to start college, McLoughlin sang in bars and auditioned for bit parts in movies.

Her last audition resulted in failure. She had arrived late at the set for *Three Men and a Baby*, consequently, they did not give her a chance.

"I realized there was nothing out there for me. I didn't want to sing in bars all my life. And, if I wanted producers to take me seriously, I would have to get an education for a solid base."

At the time of her decision, she was living in Florida with her husband, Wayne, and her three-year-old daughter, Krista.

They failed in trying to set up their own business there and needed to move on. Frustrated, it was time for them to return home to Kitchener.

Once in town, with the decision made to return to school, feelings of anxiety set in. To abate her fears, McLoughlin attended an orientation for the mature students.

"At 30, I felt older. I was worried about being with kids 10 years younger," she recalled.

But between her determination and husband's moral support, McLoughlin returned to school.

She admitted that with her desire to do well, she threw herself into her work, which, in turn, created problems with Krista and Wayne.

The reality of what it takes to be successful hit home.

"We were almost ready for a divorce. Wayne couldn't understand how I could be in school all day, and then study all night," McLoughlin said.

"I would leave school, pick-up

Krista, get home, make supper, and then study. Some students only need two hours to study, but I'll take 10."

According to McLoughlin she was a "basketcase" after her first year of school. It was a difficult year in terms of getting into the swing of school life, and not feeling stupid. The younger students seemed to pick up the technical part of broadcasting quicker.

By her second year, McLoughlin was feeling more comfortable; but, it was a heavy workload.

Her worries and guilt for not spending time with Krista continued to dog McLoughlin.

"I had to go into Toronto one morning and I cried all the way there. I kept asking myself if it was worth it," she recalled.

With McLoughlin's long hours Krista was always in bed when she arrived home.

"It got to the point where she wouldn't talk to me. She would say 'No, let Daddy to it.'"

Exam time also created problems. Krista did not understand why she could not stay with her mom when she was studying.

And on the other side of the coin—McLoughlin could not afford to miss many days of school.

"I was lucky. Some of the students who have children would miss weeks at a time because their children had chicken pox. Then I'd be worried about Krista and school. But luckily she was okay."

It was during McLoughlin's third year when her ultimate goal for fame changed. Her ambitions are to make people aware of the seriousness of some of society's problems.

Recently, along with two other students, she wrote a script for, and produced a docu-drama on child abuse.

McLoughlin's drive, energy, and efforts came to fruition when at the broadcasting annual award dinner last January, she was the recipient of three awards.

"I think when you're in show business," she said, "the drive comes from a need for applause-proval."

As for Wayne and Krista, they will be glad when McLoughlin is working.



Joan Hollinger relaxes a few minutes with son, Mathew.

said.

Hollinger is a high achiever who pushes herself to the limit, sometimes working through the day on only a couple of hours sleep from the night before.

As for the age factor did not bother her once she met other students her own age.

"The biggest thing I miss is the emotional support from a mate," she said.

There were times when she could have thrown in the towel. And

when Chris and Matthew see her upset: "They want me to quit. Because to them, that will solve the problem."

Her sensitivity, quiet strength and intelligence comes to the forefront as Hollinger explains what she tells the boys during the rougher times.

"Sometimes we have to go through hard times. And, if by going to school is what it takes to see us through the future—then it is worth the hard times."

Single moms make the grade

What do women want? That question was asked by Sigmund Freud more than half a century ago.

Photos and stories by Jo-Ann Vasselin

Today, in the 90s, women are still searching for an answer.

Not so long ago, women were left to explore the answer of what they wanted, solely, within the sphere of her home.

The 70s woman's revolution though, left a legacy of greater freedom and choice in her quest.

While today's young women realize choices now extend beyond the home life, some mature women are just jumping on the same bandwagon as their younger counterparts.

The "thirtysomething" woman is realizing to aid in

her self-discovery is education. But to obtain that education, they have to leave what is familiar and jump into the unknown.

These women take on the complex realities of blending children, husband, home and full-time school life.

But what is the driving force behind her decision, and how does a woman make the move to become a full-time student?

Following are two Conestoga College students telling their stories as they start over in their thirties.

Read and learn.

Recycle this paper

Boxes for recycling fine paper and newsprint have been placed in strategic locations around campus.

LASA student has big dreams despite problems

By Tara Zlemanis

Kim Brown is a man with a mission.

The 24-year-old law and security student has but one goal: he wants to be a cop.

This is not a particularly unusual desire for a student in this course; in fact, it is quite common.

However, Brown is unique. Unlike other students, he has had to overcome learning difficulties.

Although he has yet to be tested, Brown suspects he may suffer from a form of dyslexia.

Dyslexia is a reading and comprehension problem. Victims see words and sentences reversed. The problem is often easier to spot today than it once was, due to a new awareness of the dysfunction.

Brown has yet to be officially diagnosed but he said the symptoms exist.

"When I was in high school, I failed English every year," he said.

The Chatham, Ont., native has always had difficulty grasping English spelling and vocabulary.

Brown has attempted and failed his written police tests nine times. Yet he continues to try.

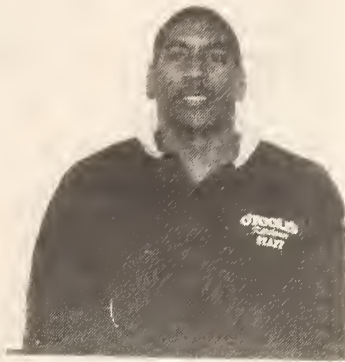
"I guess it's just perseverance. I really want to be a police officer," he said.

If his background training is any indication of his chances, he will succeed in his goal.

Brown has had numerous positions dealing with people in security situations. He worked at Burn's Security as a security guard and then moved to the Grand River Conservation Authority, working as a security officer in both Laurel Creek and the Elora Gorge.

In between the two park jobs, which were seasonal, he spent time working for the Waterloo nightclub, The Twist, as security. Next came a part-time job at Kitchener's O'Toole's as a door-man.

Brown said the jobs not only provided valuable experience but they allowed him to deal with people on a daily basis.



Kim Brown

"I really enjoy working with people," he said.

However, this training is just the beginning. Brown has also volun-

teered at the Ministry of Natural Resources where he assisted conservation officers in the field.

Brown said one of his most difficult experiences on the job was dealing with a death.

"I had a fatality. One of my courses, Crisis Intervention, helped. I learned how to disassociate myself from the situation. You think of it (the body) as an object and not a person. If it does bother you, you have to have an outlet. That's where my weight training comes into play," he said.

Brown is a dedicated fitness fanatic. He began lifting weights in high school as part of track training. Since then he has branched out to swimming, soccer and hockey. He has been on the Conestoga intra-mural hockey team and the Conestoga varsity soccer team for three years.

Brown's ultimate goal is to be-

come part of a police force marine unit. This would mean diving for evidence and searching sunken vehicles for bodies and evidence. Once again, Brown is well-prepared. He is a certified diver and has his Bronze Cross in swimming, C.P.R. training, his First Aid certificate, and firearms and military training.

Brown is obviously a firm believer in practical experience. But he's also a walking billboard for the law and security program.

"I like almost everything about the program," he said.

Brown has worked hard to deal with his reading problems. A simple spelling test requires studying for six hours. Yet he appears far from discouraged.

"As I've gotten older, I've gotten better," he said.

He is an example everyone could follow.

Security guard gets job done

By Mike Stumpf

Many who come to Canada from other parts of the world do so to flee the danger and oppression in their native country—and gain a chance for freedom.

For Nicholas Tombros, a security guard at Conestoga College's Doon campus since September 1989, Canada was a land of opportunity.

A native of Sparta, Greece, Tombros immigrated to Halifax in 1952, when his father came to Canada to open a restaurant.

Tombros and his family spent 15 days on a boat travelling from Greece to Italy to Halifax.

"It was first-class boat," he said in his thick Greek accent.

All of Tombros' day at Conestoga, from 8 a.m. to 3:30 p.m., are spent walking the hallways of the main building, checking for people breaking the college's no smoking policy.

In effect, Nick Tombros is the Conestoga "smoke patrol."

"Everybody smokes outside," declares Tombros, even faculty and support staff. With his grey

hair and thin moustache, Tombros is a recognized figure in the college hallways.

"Everybody talks to me," he said. Despite the controversial aspect of his role, Tombros claims he has never had any real difficulty when he has had to tell someone to butt out.

"No problems," he said with a laugh.

"If you don't make trouble, no one will give you trouble." Conestoga College imposed a total ban on smoking in all buildings on campus in June 1988. It has caused considerable friction between students and administration, particularly in winter, when smokers are forced into the cold. He said he sometimes catches students smoking by the video machines in the student lounge, often with the cigarette hidden in the palm of the hand.

"I know all the tricks," he said confidently, but with a smile. Tombros has returned to Greece four times since he came to Canada almost 40 years ago, but has no desire to move back there permanently.

"My wife has been back eight times," he said of his wife Maria, who is from northern Greece.

They married in 1962 and have a daughter, Betty, who is also married, but she has no children. Yet.

"You never know, someday," Tombros said of the prospects of being a grandfather. Bob Gilberts, head of security at Conestoga, says Tombros is a fine worker who always does his job well.

"You can always count on him to be there," Gilberts said. But sadly, the end of the work road is rapidly approaching for Tombros, who faces mandatory retirement in September after nearly 12 years in the security business. Tombros said he will visit friends in Owen Sound, stay at home, or go shopping at Fairview Mall.

"I have lots of friends there."

Gilberts says he hates to see anyone leave but the decision is up to Burns Security, Nick's employer.

"He's contract security. It's not up to us," said Gilberts.

he did not like the way in which she was dismissed.

"The fact that he (Tibbits) is staggering the layoffs is questionable," said Lassel.

Tibbits said it will only be a matter of time before they decide how many positions will have to be trimmed, who will be laid off, and whether or not those who are supposed to get laid off can be fit into another position at the college. He said negotiations with OPSEU, the Ontario Public Service Employees Union, are ongoing.

"Couldn't her (Carter's) services have been used in a different department or capacity?" asked Lassel.

Carter has personally supported Lassel and the DSA as a group, but Lassel said he must, to a certain extent, respect Tibbits' decision to dismiss her.

"Why was she terminated? Who's going to take over her responsibilities? Who's going to look after the DSA if they're cutting off these administrative ties?" he asked.

According to Lassel, this decision is already affecting the efficiency of the DSA.

Tibbits said he is not at liberty to comment on the issue to anyone.

"I am at the biggest disadvantage because I can't even comment on what she is saying," said Tibbits.

Tibbits said there may be some details at a later date, "but not now."

From page 1

employers make OHIP payments for staff, the college lost \$700,000 that was not budgeted for, and he said extra money was not granted to the college to make up for the loss.

According to Tibbits, the worst case scenario is that a possible eight other administrators could be out of work, like Carter, to reduce costs, but he said that would be the maximum.

Tibbits said positions will be found elsewhere in the college for as many of the administrators as possible to reduce layoffs.

"We are not in a hurry to give anyone notices of layoff. We are in a hurry to settle the budget," said Tibbits.

Carter, who was given an hour to vacate her office March 29, said she is still too numb over the situation to give a decent comment.

"I just can't think right now. I just can't answer any more questions," said Carter.

John Lassel, president of the Doon Student Association, said he was a little annoyed about how they had to find out about the firing.

"We were a little bit surprised," said Lassel.

According to Lassel, the DSA had developed a professional working relationship with her and had set up appointments with her only a week earlier.

Lassel claims he was not sent a memo about Carter's situation and

Turner believes in system

By John Freitas

Peggy Turner believes in the college system. In fact, she is willing to fight for it.

That is why the Conestoga College graduate formed the Ontario Social Service Workers Association — for all human service workers in Ontario. Though still in an early stage of development, the association has been active politically for some time. Its membership continues to grow and it is currently funded by the Ministry of Community and Social Services.

As the president of OSSWA, Turner meets regularly with educators in Ontario. At the present time, OSSWA is focusing on a population Turner knows intimately — the college graduate. Turner greets with disdain attempts by the Ontario Association of Professional Social Workers

less what you have is not a testing process to get into an association, but life-long learning so that people continually get better.

Turner is concerned that accreditation in the profession creates more potential for deceit and dishonesty. "If I'm accredited ten years ago and I don't do anything for ten years, why am I still a good social worker — because I pay my dues to that association every year?"

Ten years ago Turner was enrolled in the college's social services program and has since served as a member of its advisory committee, a group comprised of a cross section of community members offering support and advice on keeping the program current.

In 1984, she was hired by Community Justice Initiatives (CJI) — an agency for which she had earlier done volunteer work.

CJI originated in 1979 with what was called the victim and offender reconciliation program (VORP). The Mennonite central committee was concerned the criminal justice system lacked provisions for the victim to work out the emotional scars that resulted from.

Mark Yantzi who was then with probation and parole was approached by the Mennonite committee. Yantzi and CJI co-founder Dave Worth took this concern to heart. They began with a case in Elmira and brought together the victims and offenders in an attempt to effect a restoration of justice for everyone.

Turner is involved with the sexual abuse program at CJI. She deals with several distinct client groups, including sex offenders, adult survivors of sexual abuse and rape victims. It is a disturbing revelation when Turner announces that she is unsure whether it is more normal for a female in North American society to be abused than not to be abused.

"You go and find a family where there hasn't been a divorce or something else...you can't build all your programs on the assumption that the ideal is a family where there hasn't been any problems. That's a fallacy — it doesn't exist. We have to revamp our value system," she said.



Peggy Turner

(Photo by John Freitas/Spoke) and the College of Social Workers to effect legislation for accreditation. Currently Ontario is the only province without such regulation.

"It is a very exclusive process that excludes all human service workers in Ontario without a degree," says Turner.

"You can't protect the public and you can't have good workers un-

ENTERTAINMENT

Not just another average pretty face

By Tara Ziemanis

The movie *Pretty Woman* just may provide actor Richard Gere with the part he has been waiting for.

Gere is cast in a role that allows him to forfeit his trademark nudity in favor of (gasp!) clothing. While this may disappoint die-hard Gere fans, it allows the actor to display some actual talent, long forgotten.

Gere plays Edward Lewis, a millionaire corporate mogul, who has been looking for love in all the wrong places. Specifically, he has been neglecting street corners.

That all changes when he stops at a street frequented by prostitutes to ask for directions (a likely story).

Lewis meets Vivian, a heart-of-gold hooker, played by the gorgeous, not just pretty, Julia Roberts.

Roberts hops in his car to provide directions, and (surprise!) convin-

ces Gere to fork over the cash for a night of pleasure.

Gere eventually offers Roberts the role of companion-for-a-week, and soon the two are inseparable.

While the plot offers little in the way of surprises, the performances turned in by the two leads are worth the price of the movie ticket.

Roberts takes a mediocre role and turns it into something special. Vivian is both funny and achingly vulnerable. Her contagious laugh alone could have cinched her for the part.

Gere, in a new twist, is surprisingly subdued, but it works. The audience watches the corporate "iceman" melt before their eyes.

Director Garry Marshall (Beaches), keeps the dialogue fast and snappy.

An example: Gere orders champagne and strawberries for his first night with Roberts. She finds it



Richard Gere(left), stars as handsome corporate mogul Edward Lewis, a savvy businessman whose chance encounter with down-on-her luck working girl Vivian Word (Julia Roberts, right) leads to an offer she can't refuse.

amusing.

"I appreciate the seduction scene, but let me give you a tip. I'm a sure thing," she says. The only major complaint about this very enter-

taining film, may come from the females in the audience.

Here is a survival tip for any unsuspecting female who plans to attend the movie with a male com-

panion: carry a petty and cruel list detailing all of Roberts's possible physical flaws. You will have to stretch on this one, so use your imagination.

O'Connor LP a strong follow-up

By John Freitas

With the release of her debut album, *The Lion and The Cobra* in 1988, Sinéad O'Connor was heralded as an important figure in the 1990s rock arena.

Her new LP, *I Do Not Want What I Haven't Got*, is a strong follow-up that breaks the sophomore jinx that haunts so many young new artists.

The Lion and The Cobra, which sold a million copies world-wide and won a Grammy nomination, featured a myriad blend of forceful folk music, crunching rock-n-roll chords and contemporary pop hooks interwoven with poetic metaphors drawn from the Bible, Celtic myths, and O'Connor's own troubled adolescence.

Barely 20 when she produced her first album, O'Connor, with her outspoken support of IRA activities and Public Enemy stencilled on her shaven head, was an

intimidating figure.

Two years later, O'Connor is a wife and mother. She has recanted her support of the IRA, is letting her hair grow and seems to have put her old ways behind her.

The intensity of her songwriting and singing on the new album is more pronounced and its title suggests she has found peace within herself.

"I am not like I was before/ I thought that nothing would change me/ I was not listening anymore/ Still you continued to affect me," she sings in the autobiographical lead-off track, *I Feel So Different*.

O'Connor has not lost her social conscience, though, and she laments what she perceives as the hypocrisy and brutality of the Thatcher government in a song titled *Black Boys On Mopeds*.

"England's not the mythical land of Madam George and roses/ it's the home of police who kill black boys on mopeds/ and I love my boy and that's why I'm leaving/ I don't want him to be aware that there's any such thing as grieving."

On other tracks, O'Connor grieves an ill-fated romance and reveals the price an artist pays for sudden fame in *The Emperor's New Clothes*.

"He thinks I just became famous and that's what messed me up but he's wrong/ what could I possibly know what I want when I was only twenty-one," she snarls angrily.

The album closes with the title track, a prayer-like capella, about O'Connor's vision of being in a desert and not wanting sustenance. It is reflective of the spiritual overtones found throughout her latest work.

With the exception of a cover version of an obscure Prince tune, *Nothing Compares 2 U*, O'Connor penned all the songs and had a hand in their production.

Gone is the multi-faceted, sometimes extravagant orchestration of *The Lion and The Cobra*.

On the new album, O'Connor has substituted simple production with an acoustic guitar serving as a backdrop on most tracks to her impressive vocal instrument.

Visual style boosts cops and robbers film

By Mike Stumpf

Ask any average moviegoer to recall a recent action thriller and more than likely the names *Lethal Weapon II* or *Hard to Kill* will come up, mainly because they deliver what audiences want—guns, car chases, and plenty of scantily-clad women.

This is not meant to put these films down in any way. They were made with a pre-sold audience in mind and they do what they were meant to do—sell tickets.

But once in a while, a film comes along that seems to be in the same mould as these other films, and yet is on the outside of the mainstream. It stands apart from the others because it dares to be different by using its own style to its advantage.

Such is the case with *Blue Steel*, a gritty psychological thriller starring Jamie Lee Curtis as rookie New York City cop Megan Turner, who is relentlessly stalked by a psychotic killer.

Suspended by the NYPD after her first day on the job (she blew away a variety store hold-up man), Turner becomes the object of stockbroker Eugene Hunt's (Ron Silver) desires, who kills innocent people with bullets engraved with Turner's name.

This may seem like an average cop thriller and the plot does sound

familiar, but what makes *Blue Steel* different from the others is its unique visual style.

Directed by noted "visual stylist" Kathryn Bigelow, (whose previous film *Near Dark* is now a cult classic), the screen is filled with vivid images right from the opening credits.

Bigelow's camera hugs the sleek contours of a .38 revolver, gliding over its surface, entering the chamber as six shiny-tipped bullets are loaded, until the weapon is slammed into the holster—ready for action.

As in her previous films, Bigelow uses blood, and the various forms it takes when it leaves the human body, in enormous quantities.

Subtlety is not one of Bigelow's strong points.

Curtis portrays Turner as a naive woman who, despite her dangerous situation, refuses to accept the possibility that the man she loves is a psychopath.

In short, she trusts no one but the man she just met.

Blue Steel triumphs over its shortcomings in plot with a visual style that is no less than gripping.

The audience is taken on a roller-coaster ride into the life of both the hunter and the hunted, leaving the film-goer exhausted and exhilarated at the same time.

Top Ten Videos

1. Honey, I Shrunk the Kids
2. Field of Dreams
3. Lethal Weapon II
4. Innocent Man
5. Turner and Hooch
6. Parenthood
7. Lock Up
8. Indiana Jones and the Last Crusade
9. Dead Poets Society
10. Roadhouse

Source: Jumbo Video

AM 109

Top Ten Albums

- | | |
|------------------|----------------------|
| 1. Robert Plant | Manic Nirvana |
| 2. Aerosmith | Pump |
| 3. Niel Young | Freedom |
| 4. Eric Clapton | Journeyman |
| 5. Midnight Oil | Blue Sky Mine |
| 6. Rush | Presto |
| 7. Tom Petty | Full Moon Fever |
| 8. Don Henley | End of the Innocence |
| 9. Allanah Myles | Allanah Myles |
| 10. Damn Yankees | Damn Yankees |

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WITT grads share experience

By Jane MacDougall

Three female technology graduates of Conestoga College's Doon campus returned March 21 to share their experiences with the Women in Technology group.

Joan Magazine, co-ordinator of the group, invited Lourdes Resendes, Melody Witter and Wendy Crane to talk about finding jobs and problems women may encounter in male-dominated fields.

Crane graduated last year from the three-year construction engineering program at Doon. She is employed with DaComa, Strictly and Associates, in Guelph.

Her main duty is computer drafting. She said she has not faced many problems, even though she is the only woman in the technical area of the company.

"I'm kind of left out of the guy's group," she said. Crane also noted she thinks one male employee feels threatened by her. But she said it was not because she is a woman, but because she said he is afraid that she wants his job. Although this sometimes poses a problem, Crane said it is getting better.

After her first year at college, Crane worked at a construction site

in Toronto where she was a supervisor. The following summer, she moved into the office. She said she was glad she worked outside in the field because it gave her hands-on experience.

"I got a good tan," she added jokingly.

The company Crane works for is only six years old and most employees are under 35. The company recently expanded and formed two daughter companies.

Crane said her employers are supportive and help out in any way they can. Crane has just started taking a night course to improve her skills. She said her bosses are ambitious and want their employees to be that way.

Ritter is a mechanical engineer graduate who now works for Unitron in Kitchener. She works in the construction of hearing aids, with much of her work done under a microscope. Ritter has no problems working in a male-oriented field.

"They treat me the same as others," she said. She said she must prove herself the same as any employee.

Ritter said it is hard to advance and she must continue upgrading her education. Unitron will pay for

any courses related to her field.

"It (advancement) doesn't come to you on a silver platter," Ritter said.

Lourdes Resendes graduated last year from the 52-week mechanical engineering drafting course, which has since been cancelled. The married mother of one returned to school after seven years.

"It was hard coming back and there was only three women out of 24 students," she said.

Resendes works for Allen Bradley Canada Ltd. in Cambridge. Resendes has no problems working at Allen Bradley.

"I wouldn't let anyone push me around because I'm a woman," she said. She added that sometimes being female works to her advantage.

"I seem to build a better rapport with buyers than the men (at work)," she said.

Under her finely-tailored clothes, her swollen stomach is showing.

"This (pregnancy) might set me back six or seven months," she said.

Resendes said her starting salary was a lot lower than she expected. She earned around \$17,000 when she started but said in less than two years her pay has increased.

General education to stay intact

By Bridget Bryans

After almost two years of uncertainty and three months after a task force made its recommendations, a decision has been made. The general education department will remain intact — for the time being.

President John Tibbits made this announcement to the academic support faculty at a meeting Tue. April 6, at Doon Campus.

"Some people appear to downgrade the need for general education, but Mr. Tibbits made it clear he feels this is an important

part of the college curriculum," said Stan Tose, co-ordinator of academic support. "He seems to have a plan, and should be given the time to implement it."

Sharon Kalbfleisch, dean of applied arts said Tibbits told the faculty there will be no major changes for the next year or two.

"The college will be re-thinking its educational philosophy," said Kalbfleisch. "We must take the time to work out exactly what we need to do."

Technical illiteracy and remedial education, as well as the continu-

ing efforts to provide education for special needs and disadvantaged students are among the areas the college administration will be addressing in the future, she said.

The requirements of the province and recommendations from Vision 2000, an Ontario government study into post-secondary education, will also have to be considered, she added.

"Now we can concentrate on educating the students," said Pat Jones, a faculty member. "I think the president made a very sound decision."

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Stead cleans up at journalism awards

By Spoke Staff

Six current and former students of Conestoga College's journalism-print program received more than \$1,500 in awards at the program's annual awards banquet March 29.

Hilary Stead, a graduate now employed at the Guelph Mercury, received \$1,050 in awards in six different categories for her efforts.

The Allied Media Services award for the best comprehensive journalism project, the Guelph Mercury award for the best news story, the Fairway Group award for best news photo, and the A. Ross Weichel award for the best opinion story, all were won by Stead.

Two major awards, the Kitchener-Waterloo Record award for journalist of the year and the Southern Ontario Newspaper Guild scholarship of \$500 for academic excellence, in memory of Gerald Huntley, active in the Guild and a graduate of Conestoga College's journalism program, were also won by Stead.

Charlene Petrie won the faculty award for the person who con-

tributed most to the program while a student during the 1988-89 academic year.

Jana Faulhafer was the winner of The Fairway Group's best feature photo award.

Pat Roberts won the Edward J. Hayes award for the best feature story.

Tim Pozza won the Stratford Beacon-Herald award for the best arts/entertainment story.

The Hattie Musclow Memorial award was presented to Andrea Buckley, a graduate now employed at the Cambridge Reporter, for her writing excellence and versatility.

The guest speaker was Gerry McAuliffe, a CBC radio reporter who is famed for his investigative journalism, and his broad range of experience in newspaper, radio, and television.

McAuliffe urged the students, past and present, to aspire to a high level of professionalism through creativity, extensive reading, respect for others, attention to details of professional presentation, and commitment to human values.



LASA students Sharon A. Lloyd and Darren Barbos, two of the award winners at the annual LASA banquet Apr. 6.

(Photo by Jana Faulhafer/Spoke)

LASA banquet honors students

By Bridget Bryans

Outstanding students were recognized by faculty and their peers at the Law and Security Administration (LASA) Awards Banquet at the Valhalla Inn on Friday, April 6.

First year student Sharon A. Lloyd and second year student James M. Wallace received awards for academic excellence and leadership qualities.

Wallace, chosen outstanding student by the faculty, was commended for his consistent improvement and hard work. He tied for the student award with banquet president Estrella Medeiros.

Lloyd shared the first-year awards with Daryl R. Longworth, the students' choice, and Darren C. Barbos, who was chosen by the faculty.

Steve Cabral, banquet vice-president, then made special presentations to two outstanding teachers: Don Douglas, who co-ordinated the banquet organization and was given a plaque and a special thank you, and hockey fan Mauro Succi, who was given a Maple Leafs shirt to recognize his first year as a teacher.

Members of the advisory board also had their contributions recognized. Paul Marr received a letter of appreciation as he is retiring

after eight years on the board.

Detective inspector John Beacock, a Conestoga graduate, was given a long service award to honor his 15 years of concern for the program, including two years as chairman of the advisory board.

A special thank you was also extended to Economic Mutual Insurance Co. for the donation of a computer for the faculty.

The guest speaker was Benno Friesen, MP, parliamentary secretary to the Solicitor General. Friesen spoke on the future of the administration of law and security over the next 25 years and presented the awards to the students.

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- Rag Doll (Aerosmith) •

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